DOCUMENT RESUME

ED 333 995 PS 019 648

TITLE Child Development Program Advisory Committee Materials.
INSTITUTION California State Dept. of Education, Sacramento. Child Development Programs Advisory Committee.
PUB DATE 91
NOTE 38p.
PUB TYPE Collected Works - General (020) -- Reference Materials - Directories/Catalogs (132) -- Reports - Evaluative/Feasibility (142)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Child Caregivers; *Child Development; Children; *Employer Supported Day Care; Infants; Information Dissemination; *Philanthropic Foundations; State Legislation; *Tax Credits
IDENTIFIERS *California; Child Care Needs; *Child Development Programs Advisory Committee CA; State Legislatures; State Regulation

ABSTRACT

This collection of materials includes seven items distributed by the State of California's Child Development Programs Advisory Committee. The first item, a report on infant care regulations describes hearings on infant care regulations held by the committee in January and February of 1990. Testimony covers the topics of staffing, capacity/ratio, training, licensing, and interpretations of regulations. A report called "A Look at Child Care Staff" concerns the problems of low wages and lack of benefits for child care staff. Included also are lists of 26 foundations in California that focus on young children, 26 foundations that focus on child care, and 14 foundations that "believe in a positive childhood." A fact sheet headed "A Day in the Life of California's Children" provides a series of statistics relevant to children and child care. A report prepared by the Committee for the State Legislature on the impact of a program of employer child care tax credits on employer-supported child care discusses the benefits of employer-supported child care, explains sections of the Revenue and Taxation Code, and provides information on corporate response to the programs. This report recommends extending the date for entrance into the program and funding an information outreach program. A list of committee members concludes the document. (BC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED333995

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

This document has been reproduced as received from the person or organization originating it.

X Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

State of California

CHILD DEVELOPMENT PROGRAMS ADVISORY COMMITTEE

915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-8181

[CHILD DEVELOPMENT PROGRAM ADVISORY COMMITTEE MATERIALS]

including:

"Child Development Programs Advisory Committee Report on Infant Care Regulations"

"A Look at Child Care Staff: A Summary of the National Child Care Staffing Study"

"Foundations in California with a Focus on Young Children"

"Foundations in California with a Focus on Child Care"

"Foundations in California who Believe in a Positive Childhood"

"A Day in the Life of California's Children"

"Impact of Employer Child Care Tax Credits on Employer Supported Child Care"

PS019648

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Givonna Stark
BEST COPY AVAILABLE
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

State of California

CHILD DEVELOPMENT PROGRAMS
ADVISORY COMMITTEE

915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-8181

CHILD DEVELOPMENT PROGRAMS ADVISORY COMMITTEE REPORT ON INFANT CARE REGULATIONS

BACKGROUND

On January 17 and February 14, 1990, the Regulations Subcommittee of the Child Development Programs Advisory Committee held hearings on the effect of Department of Social Services Title 22 Infant Care Regulations. Both verbal and written testimony was received from parents and care providers covering a wide range of issues associated with infant care and the regulation's effect upon the availability and quality of infant care.

The purpose of this summary is to highlight issues and concerns raised during the hearings. Because the hearings were directed at fact finding, the testimony and perspectives offered were not expected to reflect a consensus of opinion or a uniform view of the positive and negative aspects of the infant care regulations. The Committee feels it is important to capture the diversity of viewpoint offered at the hearings, even at the risk of engendering an occasional sense of contradiction into this summary.

The summary of findings reflects the issues and comments presented to the Committee. Based upon the information gathered at the hearings though, the Committee has adopted specific recommendations for future action in the development, promulgation and implementation of infant care regulations.

SUMMARY OF TESTIMONY

The notice for the hearing invited testimony in five broad topic areas: 1) Staffing; 2) Capacity/Ratio; 3) Training; 4) Licensing; and, 5) Interpretations of Regulations. For purposes of summarizing the testimony comments have been placed within these general topic areas, plus one additional area for miscellaneous concerns raised during the hearings. As these topic areas are broad, there is no fine line separating one from another. There is some overlap.

1) STAFFING

Though much of the comment concerning staffing centered upon issues of ratios and training, there was also concern expressed for the continuity of staffing (in order to provide a continuity of care), initial employment requirements, salary, and restrictions upon the flexible use of staff.

Participants viewed as critical the need to provide infants with care giver continuity during the first eighteen months. Among the factors identified as contributing to a lack of continuity were:

. Turnover in staffing,
. low pay,
. unwillingness to meet educational standards, and
. the added stress associated with infant care.

The educational requirements for staff were also specifically criticized. It was noted that a parent or grand parent with a wealth of practical infant care experience is unqualified as staff, while a teenager with a few college units is qualified. There was suggestion that experience should count for something, and that the regulations should be modified to accommodate the hiring of those qualified by experience as well as those qualified by education.

Visual contact requirements under Section 101416.2(f), which require the teacher to maintain visual contact with aides, were also viewed as contributing to staffing problems, as well as creating a herding phenomenon with respect to infant care.

2) CAPACITY / RATIO

The comments reflect two perceptions: 1) Lower staff to child ratios makes for better care; 2) Lower staff to child ratios makes care uneconomical and exacerbate existing care shortages. Under existing staffing ratios infant care is offered only as an adjunct service to the care of siblings. Providers were uniform in stating that infant care is unprofitable under the current ratio. Moreover, providers felt this unprofitability is compounded by requirements surrounding visual contact with napping infants and the separation of napping infants from the rest of the children in care. Providers indicated these requirements often lead to a one-to-one or one-to-two staffing ratio with infants.

Staffing ratios were also viewed as a mechanism for mitigating staff burnout by providing teachers with greater access to, and flexibility in the use of, aides. Flexibility in the use of aides was deemed especially important.

3) TRAINING

The training and qualifications of infant care givers received considerable attention during the hearings. Higher standards were said to contribute to more appropriate interaction between staff and infants in care. But, the current flexibility of qualifications, and the lack of a CPR training requirement, were called into question.

It was suggested, given the current pay structure for most care facilities, that educational requirements be made more flexible and that access to on-site training be made available. It was pointed out, that currently a Registered Nurse with years of pediatric care experience would not be a qualified member of staff, but an inexperienced individual with the right twelve units of college is qualified. There was further suggestion the regulations be modified to encompass a broader range of education and experience so health care workers and professionals, and experienced parents can readily enter the infant care area.

4) LICENSING

The testimony offered during the hearings suggested a need to reexamine separate (and arguably duplicative) licensing requirements for infant care providers. There were also concerns with the space requirements for nap time, outdoor space requirements (especially in high rent urban areas), and infant age definitions and restrictions which inhibit sibling interaction.

Health and hygiene requirements were also criticized as either posing an unnecessary burden upon parents (no need seen for clean sheets daily, the regulation should focus on replacement of soiled sheets) or posing excessive clean-up on facilities (pads on changing tables are difficult to keep clean, yet pads are required).

5) INTERPRETATIONS OF REGULATIONS

The consistency of evaluations, and the turn over in evaluators, were pointed to as problems causing hardship for care providers. It was also urged that the regulations be interpreted in a manner respecting Montessori philosophies and methodologies.

Compliance with filing of various forms, and the availability of the forms was also a focus of attention. It was suggested that the licensing should accept computer generated lists in lieu of requiring the actual submittal of names on a form.

6) MISCELLANEOUS ISSUES

It was suggested the regulations should attempt to reduce the volume of exposure and contact with adults and children other than siblings that an infant has during the day. It was pointed out that traffic through a facility can often place an infant in contact with large numbers of adults during the day, and that such contact was wearing upon the infant.

RECOMMENDATIONS

1) Future regulations should be designed with greater educational flexibility and provide for alternative means, such as experience, for meeting minimum qualifications.

2) Consideration should be given to providing greater flexibility in meeting outdoor space requirements. Alternatives, such as staggered use should be explored.

3) The regulations should provide for ease of interaction between siblings.

4) The regulations should allow for divergent approaches to infant and child care. The regulations should provide sufficient flexibility to protect both infants and the core philosophy of such programs as Montessori.

5) Staffing ratios and visual contact requirements must allow for profitable operation of care facilities while ensuring the safety of the infants in care.

State of California

CHILD DEVELOPMENT PROGRAMS
ADVISORY COMMITTEE

915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-8181

A Look At Child Care Staff

A Summary of the National Child Care Staffing Study

The National Child Care Staffing Study conducted by the Child Care Employee Project, was completed during the fall of 1989. Its goals were 1) to examine the relationship among child care staff characteristics and working conditions and the quality of care provided and 2) to compare center based child care services in 1988 with those provided in 1977. Two hundred and twenty seven centers in five cities--Atlanta, Boston, Detroit, Phoenix, and Seattle-- were chosen to participate in this study. Centers operated under a variety of auspices-- nonprofit, forprofit, church operated and served over 16,000 families from low middle and high income communities. Researchers spent three days in each of the centers observing classrooms and conducting interview with over 1500 teaching staff and directors.

Summary of Findings:

Low wages despite relatively high educational levels for teaching staff

- •The average hourly wage was $5.35, less than $10,000 a year for full time work.
- •Three quarters of teachers and one half of assistant teachers had completed some college education.
- •Child care teaching staff earn less than one half of what comparably educated women and one third of what comparably educated men earn in the civilian labor force.
- •Compared to 1977, earnings for teaching staff, when adjusted for inflation, fell by over 20%.

Lack of benefits

- • Two out of five child care teachers receive employer paid health benefits.
- • One out of five recieve retirement benefits.
- • Two out of three receive paid sick days.

High turnover rates

- • Between 1977 and 1988, the annual turnover rate jumped from 15% to 41%.
- • Centers paying the lowest wages experienced the highest turnover.

Better quality centers paid high wages, hired better trained and educated staff, adhered to more stringent staff/child ratios, were more likely to be accredited by NAEYC, and operated on a non-profit basis.

Children in better quality centers were more competent in their language and social development.

Children from low income and high income families were more likely to attend better quality centers than those from middle income families.

Promote the Following:

- • Increased child care teaching staff salaries to recruit and retain a qualified child care work force.
- • Formal education and training opportunities for child care teaching staff to improve their ability to interact effectively with children.
- • State and federal standards for adult child ratios, staff education and training and compensation in order to raise the floor of quality in child care centers.
- • The development of industry standards for the adult work environment to minimize the disparities in quality between types of child care programs.
- • Public education concerning the importance of adequately trained and compensated teaching staff.

For more information contact Faith Weinstock at the Advisory Committee office (916) 322-8181 or Marcy Whitebook, Executive Director, Child Care Employee Project (415) 653-9889

State of California

CHILD DEVELOPMENT PROGRAMS
ADVISORY COMMITTEE

915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-8181

FOUNDATIONS IN CALIFORNIA

WITH A FOCUS ON YOUNG CHILDREN

February 1990

The following list of foundations was taken from the Foundation Directory. We limited our selection to those from California with a specialized focus on young children, and represents just a few of the foundations listed:

The Ahmanson Foundation
9215 Wilshire Blvd.
Beverly Hills, CA 90210
(213) 278-0770

Purpose and Activities: Emphasis on education, the arts and humanities, medicine, and health; support also for religious organizations and a broad range of social welfare programs.

Types of Support: Operating budgets, seed money, building funds, equipment, land acquisition, endowment funds, matching funds, scholarship funds, special projects, renovation projects, research, capital campaigns.

Limitations: Giving primarily in southern California, with emphasis on the Los Angeles area. No grants to individuals, or for continuing support, annual campaigns, emergency funds, deficit financing, professorships, internships, fellowships, or exchange programs; no loans.

Publications: Program policy statement, application guidelines.

Application Information:

Initial Approach: Letter or Proposal (1 copy)
Deadline: None
Board Meeting Date(s): Approx. 3 times annually
Final Notification: 60 to 90 days
Write: Lee Walcott

Apple Community Affairs Giving Program
20525 Mariani Avenue MS: 38J
Cupertino, CA 95014
(408) 974-2974

Apple donates computers and technical support to nonprofit social service and arts groups. The program gives organizations access to computer technology with the intention that its impact will improve the delivery of services to their clients and communities.

Apple Computer started by giving a computer to every public and private school in California. In 1983 they started giving computers to non-profit organizations. The company theme is "changing the world one person at a time". They only give one computer system per agency and only to the agencies that prove a single computer will make a real difference. Apple also provides three days of intense training with follow-up workshops.

Emphasis is on K-12 programs that encompass ethnic groups, students at risk, and students with behavioral problems. Encourages teachers to be creative and innovative to reach these at-risk kids. Computer giving areas also include literacy projects and community based programs that support educational goals in summer or after school programs.

There is a rigorous application process that requires a needs assessment. Grants are awarded in two cycles each year. Application deadlines are March 1 and September 1.

Autry Foundation
5858 Sunset Blvd.
P.O. Box 710
Los Angeles, CA 90078
(213) 460-5676

Purpose and Activities: Giving primarily for cultural, educational, medical, and youth related programs.

Limitations: Giving primarily in California. No grants to individuals.

Application information:
Initial Approach: Letter
Deadlines: None
Write: Maxine Hansen, Admin. Asst. to President

Braun Foundation
c/o Donald R. Spuehler
400 South Hope Street
Los Angeles, CA 90071-2899
(818) 577-7000

Purpose and Activities: Contributions to hospitals, medical research, elementary and secondary schools, higher education, youth agencies, museums, cultural programs and social services, including support programs for the handicapped.

Limitations: Giving primarily in California.

California Community Foundation
3580 Wilshire Blvd., Suite 1660
Los Angeles, CA 90010
(213) 413-4042

Purpose and Activities: Support for arts, humanities, education, the environment, health human services, the handicapped, public affairs, and community development.

Types of Support: Matching funds, technical assistance, special projects, employee matching gifts.

Limitations: Giving limited to Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties. No support for sectarian purposes. No grants to individuals or for building funds, annual campaigns, equipment, endowment funds, operating budgets, scholarships, fellowships, films, conferences, dinners, or special events; no loans.

Publications: Annual report, application guidelines, informational brochure, newsletter.

Application Information:
Initial Approach: Proposal (1 copy)
Deadlines: None
Board Meeting Dates: Quarterly
Final Notification: 3 months after board meets
Write: Jack Shakely, President

California Educational Initiatives Fund
c/o Bank of America - Tax Dept. No. 3246
315 Montgomery Street, 5th Floor
San Francisco, CA 94104
(415) 953-3175

Purpose and Activities: Giving to public school districts that are winners of statewide competition; seeks proposals for innovative programs which address student needs and broaden support for public education; support to improve basic learning skills in the areas of language arts, mathematics, science, and the fine arts, and to encourage effective schools.

Types of Support: Special projects.

Limitations: Giving limited to California. No support for public school foundations, private schools, or university schools of education. No grants to individuals, or for construction or renovation of capital facilities, purchase of computer hardware, or employment of permanent personnel.

Publications: Application guidelines, program policy statement, informational brochure.

Application Information: Send original copy of proposal. Application form required.
Deadlines: Mid-October; funding available in January and February.
Board Meeting Dates: May and November
Final Notification: December
Write Joanne El-Gohary, Admin.

The Mary A. Crocker Trust
233 Post Street, 2nd Floor
San Francisco, CA 94108
(415) 982-0139

Purpose and Activities: Support for creative and innovative programs in the areas of child welfare, social services, women's projects, education, health services, and community development.

Types of Support: Seed money, emergency funds, equipment, matching funds, publications, special projects, general purposes, renovation projects.

Limitations: Giving primarily in the San Francisco Bay Area, California. No support for conduit agencies or tax-supported projects. No grants to individuals, or for operating budgets, continuing support, annual campaigns, deficit financing, building or endowment funds, land acquisition, scholarships, fellowships, research, demonstration projects, or conferences; no loans.

Publications: Application guidelines, program policy statement.

Application Information: Application form required.

Initial Approach: Letter
Copies of Proposal: 1
Board Meeting Dates: 2 to 3 times a year
Final Notification: 3 months
Write: Carol Dugger Lerer, Admin.

The East Bay Community Foundation
6230 Claremont Ave.
Oakland, CA 94618
(415) 658-5441

Purpose and Activities: Grants for community welfare, youth, the aged, women's programs, health care, arts and culture, and educational programs.

Limitations: Giving limited to Alameda and Contra Costa counties, California. No support for sectarian religious causes, or educational or hospital foundations. No grants to individuals, or for building and endowment funds, equipment, annual fund drives, salaries, scholarships, deficit financing, matching gifts, travel, or conferences; no loans.

Publications: Annual report, program policy statement, application guidelines.

Application Information:

Initial Approach: Letter or proposal (1 copy)
Deadlines: January 1, May 1, and September 1
Board Meeting Dates: February, June, and October
Write: Sandra L. Pyer, Executive Director

First Interstate Bank of California Foundation
c/o Office of Public Affairs
1055 Wilshire Blvd., B9-75
Los Angeles, CA 90017
(213) 580-6658

Purpose and Activities: Giving primarily for community funds, education, the performing arts and cultural programs, hospitals, urban and civic affairs, and social service and youth agencies.

Types of Support: Building funds, land acquisition, endowment funds, matching funds, technical assistance, internships, scholarship funds, employee-related scholarships, fellowships, special projects, publications, employee matching gifts, annual campaigns, operating budgets, continuing support, deficit financing, capital campaigns.

Limitations: Giving limited to California. No support for religious organizations for religious purposes, agencies supported by the United Way, or private foundations. No grants to individuals except for employee-related scholarships), or for research, conferences, or equipment for hospitals; no loans.

Publications: Informational brochure (inc. application guidelines), 990-PF.

Application information: Application form required.
Initial approach: Letter, telephone, or proposal (1 copy)
Deadlines: Capital campaigns July 1; for other programs, none
Board meeting dates: Quarterly
Final notification: 6 weeks to 3 months after board meeting
Write: Ruth Jones-Saxey, Secretary-Treasurer

Flintridge Foundation
1100 El Centro Street, Suite 103
South Pasadena, CA 91030
(818) 799-4178

Purpose and Activities: Support for medical and scientific research, conservation, cultural programs, particularly those involving theatre, painting, and sculpture, and social service agencies with emphasis on combined teenage pregnancy and AIDS education, peer counseling program for seniors, and afterschool latchkey programs.

Types of Support: Fellowships, matching funds, professorships, research, seed money, special projects.

Limitations: Giving primarily in California, Oregon and Washington. No support for religious groups. No grants for endowment funds, annual campaigns, capital funds, deficit financing, or building funds.

Publications: Annual report (including application guidelines).

Application Information: Most grants foundation-initiated.
Initial approach: Letter
Board meeting dates: February, May, August, and November
Write: Jaylene L. Moseley, Managing Director

The Samuel Goldwyn Foundation
10203 Santa Monica Blvd., Suite 500
Los Angeles, CA 90067
(213) 552-2255

Purpose and Activities: To promote community-related activities; grants primarily for a library, higher education, cultural programs, youth, medical research, and innovative social service programs.

Types of Support: Annual campaigns, seed money, scholarship funds, operating budgets, research, equipment, special projects.

Limitations: Giving limited to the Los Angeles, CA, metropolitan area. No grants to individuals, or for building funds.

Application Information:
Initial approach: Proposal Deadline: None
Board meeting dates: Quarterly
Final notification: 60 to 90 days
Write: Maggie Hardy, Director

Irvine Foundation
Spear Street Tower, Suite 1715
San Francisco, CA 94105
(415) 777-2244

The Irvine Foundation has been in existence for 52 years. Their grants are strictly limited to California. Funding areas include health, community organizations, youth, cultural arts, and higher education.

There is no formal application process and a letter of intent with program outline and budget usually works best to initiate contact.

The William G. Irwin Charity Foundation
711 Russ Building
235 Montgomery Street
San Francisco, CA 94104
(415) 362-6954

Purpose and Activities: "... to pay out the net income thereof to ... charitable uses, including medical researches and other scientific uses, designed to promote or improve the physical condition of mankind, ...in the Hawaiian Islands or the State of California." Support for hospitals, cultural programs, education, and social service agencies.

Types of Support: Building funds, equipment, general purposes, land acquisition, research.

Limitations: Giving limited to Hawaii and California

Application Information:
Initial approach: Letter/proposal Write: Michael Gorman, Exec. Director
Deadline: Approx. 3 weeks prior to board meeting
Board meeting dates: Approx. every 2 months

Walter S. Johnson Foundation
525 Middlefield Road, Suite 110
Menlo Park, CA 94025
(415) 326-0485

Purpose and activities: Giving primarily for public schools and social agencies concerned with the quality of public education and the social family experiences of children between kindergarten and twelfth grade.

Types of Support: Operating budgets, seed money, emergency funds, special projects, research, technical assistance, general purposes.

Limitations: Giving primarily in Alameda, Contra Costa, San Francisco, San Mateo, and Santa Clara counties in California, and in Washoe County, Nevada. No support for religious organizations for sectarian purposes, or for private schools. No grants to individuals, or for continuing support, annual campaigns, deficit financing, memorial funds, capital or endowment funds, matching gifts, scholarships, fellowships, publications, or conferences; no loans.

Write: Debra Wood, Program Officer

The Henry J. Kaiser Family Foundation
Quadrus, 2400 Sand Hill Road
Menlo Park, CA 94025
(415) 854-9400

The major emphasis is making health care more widely available. The objective is to substantially decrease cardiovascular disease, cancer, injuries, adolescent pregnancy, and substance abuse.

Grants will be made in the following areas: research and development (priority given to projects that address health status of children, adolescents and the frail elderly); demonstrations and evaluations; and dissemination of information to encourage the use functional assessment, including publications and other educational formats.

Also strives to improve academics for minorities to increase the number of minority physicians. Minority high school students will be the primary targets of this program.

The foundation has 32 staff members. The application procedure consists of applicants submitting a preliminary letter that briefly describes the proposed project (letter of inquiry) including: a descriptive title of the project; the primary contact person; outline of the plan and a budget estimate; information about the sponsoring organization; the names and qualifications of the individuals involved in the project; and a copy of the applicant institution's tax ememption letter from the IRS. If priorities and resources permit, a detailed proposal may then be requested.

The range of grants vary from $1,000 to $1 million and the duration is one to three years.

Mattel Foundation
5150 Rosecrans Avenue
Hawthorne, CA 90250
(213) 978-5150

Purpose and Activities: Grants largely for care and special education of children and the handicapped in areas of company operations; support also for national programs and for employee matching gifts to higher education.

Types of Support: Operating budgets, seed money, employee matching gifts, special projects.

Limitations: Giving limited to areas of company operations, primarily California. No support for religious, fraternal, athletic, social veterans' or labor organizations; programs receiving substantial financial support from federal, state, or local government agencies; or elementary or secondary schools. No grants to individuals, or for capital or endowment funds, equipment, land acquisition, renovation projects, research, fundraising activities, or courtesy advertising; no loans.

Publications: Application guidelines.

Application Information:
Initial approach: Proposal (1 copy)
Deadlines: April 1, July 1, and October 1
Board meeting dates: March, June, September, and December
Final notification: 3 months
Write: Janice Morimoto, Foundation Administrator

Giles W. and Elise G. Mead Foundation
P.O. Box 1298
South Pasadena, CA 91030-1298
(818) 799-0502

Purpose and Activities: Giving for the arts, education, natural and medical sciences, and other activities likely to enhance civilization.

Types of Support: Seed money, land acquisition, endowment funds, research, scholarship funds, matching funds, equipment.

Limitations: Giving primarily in southern California. No grants to individuals, or for general operating expenses; no loans.

Application Information:
Initial approach: Letter (10 copies of Proposal)
Deadline: None
Board meeting dates: January, April, July, and October
Final notification: 2 months
Write: Myrna L. Patrick, Exec. Secretary

The David and Lucille Packard Foundation
300 Second Street, Suite 200
Los Altos, CA 94022
(415) 948-7658

Purpose and Activities: Support for music, education, youth, minorities, handicapped, and child welfare, national and international giving in areas of conservation, ancient studies, film preservation, and population issues.

Types of Support: General purposes, building funds, equipment, land acquisition, research, scholarship funds, internships, matching funds, program-related investments, consulting services, technical assistance, loans, operating budgets, capital campaigns, seed money.

Limitations: Giving primarily in the San Francisco and Monterey Bay, Calif. areas. No grants to individuals, generally no grants for endowment funds.

Publications: Annual report

Application Information:

Initial approach: Proposal (1 copy)
Deadlines: January 1, April 1, July 1, and October 1
Board meeting dates: March, June, September, and December
Final notification: Directly after board meetings
Write: Colburn S. Wilbur, Exec. Director

The Ann Peppers Foundation
199 South Los Robles, Room 711
Pasadena, CA 91101
(818) 449-1821

Purpose and Activities: Emphasis on small private colleges and community organizations with limited resources for fund raising; support also for activities that benefit young people and enhance their moral, educational and social well-being; and activities for senior citizens.

Types of Support: conferences and seminars, special projects, equipment.

Limitations: Giving primarily in the Los Angeles, CA, metropolitan area. No grants to individuals, or for endowment funds.

Application Information:

Initial approach: Brief letter (1 copy of proposal)
Deadlines: None
Board meeting dates: Quarterly
Write: A.L. Burford, Jr., Secretary

Rosenberg Foundation
210 *Post Street*
San Francisco, CA 94108
(415) 421-6105

Purpose and Activities: New and innovative programs benefiting children and youth including 1) activities which reduce dependency, promote self-help, create access to the economic mainstream, or which address the causes of poverty among children and families; and 2) activities which promote the full social, economic and cultural integration of immigrants as well as minorities into a pluralistic society.

Types of Support: Special projects, research.

Limitations: Giving limited to California. No grants to individuals, or for endowment or capital funds, operating expenses of established agencies, scholarships, fellowships, continuing support, annual campaigns, seed money, emergency funds, deficit financing, publications, films, matching grants, equipment and materials, land acquisistions, renovation projects, or conferences and seminars.

Publications: Multi-year report, program policy statement (including application guidelines).

Application Information:

Initial approach: Letter (1 copy of proposal)
Deadlines: None
Board meeting dates: January, March, May, July, September, and November
Final notification: 1 week to 3 months
Write: Kirke Wilson, Executive Director

Sierra Foundation
11211 Gold Country Blvd., Suite 101
Rancho Cordova, CA 95670
(916) 635-4755

Committed to supporting health and health-related activities in Northern California excluding the Bay Area. To apply for funds, non-profit organizations may submit their ideas for a health project through a letter of intent. Letters will be accepted at any time throughout the year. After review, organizations may then be invited to submit fully developed proposals. Successful proposals might include: programs which have a long term impact on underserved populations; model projects that may be replicated by others; programs that provide a positive change in health care systems; and programs that may cause a positive change in the use of health care resources.

L.J. Skaggs and Mary C. Skaggs Foundation
1221 Broadway, 21st Floor
Oakland, CA 94612-1837
(415) 451-3300

Purpose and Activities: Giving for the performing arts, projects of historic interest, folklore and folk life, and special projects; giving also for social and community concerns with some emphasis on child advocacy and women's projects. Some foreign grants in areas of interest, particularly historic preservation, health and hunger programs at the village level and women's rights.

Types of Support: Seed money, special projects, matching funds, technical assistance, general purposes, continuing support.

Limitations: Giving primarily in northern California for social and community concerns. No support for higher education, residence home programs, halfway houses, or sectarian religious purposes. No grants to individuals, or for capital funds, annual fund drives, budget deficits, scholarships, or fellowships, no loans.

Publications: Annual report (including application guidelines, informational brochure (including application guidelines), grants list.

Application Information:

Initial approach: Letter (1 copy of proposal)
Deadlines: June 1 for letter of intent, Sept. 1 for invited proposal
Board meeting dates: November
Final notification: 2 to 3 weeks after board meeting
Write: Philip M. Jelley, Fdn. Manager or David G. Knight, Prog. Analyst

Mary and Elbridge Stuart Foundation
c/o Stuart Foundations
425 Market Street, Suite 2835
San Francisco, CA 94105
(415) 982-1144

Purpose and Activities: Giving for children and youth. Particularly funds grants relative to prevention of child abuse and neglect, strengthening foster care system, student failure socially/academically, school improvement, teenage pregnancy prevention, and increasing access to prenatal care.

Limitations: Giving primarily in California. No grants to individuals, or for endowments, building funds, or annual campaigns.

Application information:

Initial approach: Letter
Deadlines: Mid-October
Board meeting dates: December
Write: Theodore E. Lobman, President

The Morris Stulsaft Foundation
100 Bush Street, Room 825
San Francisco, CA 94104
(415) 986-7117

Purpose and Activities: "To aid and assist needy and deserving children"; giving for youth programs, including recreational, health, educational, cultural, and social service programs.

Types of Support: Operating budgets, building funds, equipment, matching funds, renovation projects, research, special projects.

Limitations: Giving limited to the San Francisco Bay Area, CA: Alameda, Contra Costa, Marin, San Francisco, Santa Clara, and San Mateo Counties. No support for sectarian religious projects, or ongoing support for private schools. No grants to individuals, or for emergency funding, annual campaigns, workshops, or conferences.

Publications: Annual report (including application guidelines).

Application information: Application form required.

Initial approach: Letter or call requesting application form
Copies of Proposal: 1
Deadlines: 7 months prior to meetings
Board meeting dates: January, March, May, July, September, and November
Final notification: Approximately 7 months
Write: Joan Nelson Dills, Administrator

The Upjohn California Fund
P.O. Box 169
Carmel Valley, CA 93924
(408) 659-4662

Purpose and Activities: Support for hospitals and medical research, education including secondary schools, civic and cultural affairs, child welfare and youth.

Limitations: Giving primarily in northern Calif. No grants to individuals.

Application Information:

Initial approach: Letter, followed by proposal (1 copy of proposal)
Deadline: None
Board meeting dates: March, June, September, and December
Write: Eugene C. Wheary, President

Ernst D. - Eleanor Slate van Loben Sels Charitable Foundation
225 Bush Street, Room 708
San Francisco, CA 94104
(415) 983-1093

Purpose and Activities: Priority given to nonrecurring grants in support of projects which will test potentially useful innovations in the areas of education, health, welfare, humanities, and the environment.

Types of Support: Seed money, emergency funds, matching funds, special projects, research, publications, conferences and seminars, loans.

Limitations: Giving limited to northern California. No support for national organizations unless for a specific local project, or to projects requiring medical, scientific, or other technical knowledge for evaluation. No grants to individuals, or for operating budgets, continuing support, deficit financing, capital or endowment funds, scholarships, or fellowships.

Application Information:
Initial approach: Proposal (3 copies), letter, or telephone
Deadlines: None
Board meeting dates: About every 6 weeks
Final notification: 3 to 4 weeks
Write: Claude H. Hogan, President

Thomas and Donna Whitney Education Foundation
745 Distel Drive, Suite 5
Los Altos, CA 94022
(415) 961-4245

Purpose and Activities: Support to assist in the improvement of reading and language arts education for students in public elementary schools, and to promote positive feelings of accomplishment in students, teachers, and school administrators; funding also for drop-out prevention programs. Support also for low income and minority students, and for programs for reading and language disabled children.

Types of Support: Conferences and seminars, consulting services, publications, research, seed money, special projects, grants to individuals.

Limitations: Giving primarily in San Mateo and Santa Clara counties, CA. No grants for building or endowment funds, operating or maintenance budgets, debt retirement, or fund drive.

Application Information:
Initial approach: Telephone or Letter
Copies of proposal: 1
Deadlines: 5 weeks prior to board meetings
Board meeting dates: March, late May/early June, August, and November
Write: Elizabeth H. Curtis, Executive Director

State of California

CHILD DEVELOPMENT PROGRAMS
ADVISORY COMMITTEE

915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-6181

Foundations in California with a Focus on Child Care

It was brought to our attention that the last Foundations list that we sent to you had some outdated information on it. We have confirmed each one on this list and wish you luck in your continued search for funding.

1. **California Community Foundation:**
606 S. Olive St., Ste. 20400
Los Angeles, CA 90014
213/ 413-4042
Official contact: Terri Jones, Program Director
Geographic limitations: Counties of L.A., San Bernadino, Ventura, Riverside, & Orange
Grant range: $2,000 to $20,000

2. **Clorox Company Foundation:**
1221 Broadway
Oakland, CA 94612
415/ 271-7747
Official contact: Carmella Johnson, Contributions Administrator
Geographic limitations: Where Clorox operates, i.e., S.F. & Oakland
Grant range:$500 to $5000

3. **S.H. Cowell Foundation:**
260 California Street, Ste. 501
San Francisco, CA 94111
415/ 397-0285
Official contact: Stephanie R. Wolf, Administrator
Geographic limitations: Northern California only
Grant range:$10,000 to $50,000

4. **Carrie Estelle Doheny Foundation:**
911 Wilshire Blvd., Ste. 1750
Los Angeles, CA 90017
213/ 488 1122
Official contact: The Foundation
Geographic limitations: n/a
Grant range:$250 to $202,650

5. **Wallace Alexander Gerbode Foundation:**
470 Columbus Avenue, Ste. 209
San Francisco, CA 94133
415/ 391-0911
Official contact: Thomas C. Layton, Executive Director
Geographic limitations:Alameda, Contra Costa, Marin, San Francisco & San Mateo counties
Grant range:$600 to $100,000

6. **Walter & Elise Haas Fund:**
1160 Battery Street, Ste. 400
San Francisco, CA 94111
415/ 398-4474
Official contact: Bruce Hirsch, Program Officer
Geographic limitations: n/a
Grant range:$500 to $375,000

7. **Haigh-Scatena Foundation:**
P.O. Box 4399
Davis, CA 95617-4399
916/758-5327
Official contact: Ronald Clement, Exec. Director
Geographic limitations: Northern California
Grant range:$3000 to $50,000

8. **Conrad N. Hilton Foundation:**
10100 Santa Monica Boulevard, Ste. 740
Los Angeles, CA 90067
213/ 556-4694
Official contact: Donald H. Hubbs, Pres.
Geographic limitations: US
Grant range:$100 to $100,000

9. **Irvine Foundation:**
One Market Plaza, Spear Street Tower, Ste.1715
San Francisco, CA 94105
415/ 777-2244
Official contact: Dennis Collins, President
Geographic limitations: California
Grant range: varies according to need

10. **Walter S. Johnson Foundation:**
525 Middlefield Road, Ste. 110
Menlo Park, CA 94025
415/ 326-0485
Official contact: Donna Terman, Exec. Dir.
Geographic limitations: San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa counties
Grant range:$10,000 to $150,000

11. **Kaiser Family Foundation:**
2400 Sand Hill Road
Menlo Park, CA 94025
415/ 854-9400
Official contact: Hugh Burroughs, Vice President
Geographic limitations: California
Grant range: varies according to need

12. **Koret Foundation:**
33 New Montgomery, Ste. 1090
San Francisco, CA 94105-4509
415/ 882-7740
Official contact: Dr. Stephen M. Dobbs, Exec. Director
Geographic limitations: San Francisco Bay Area
Grant range: $5,000 to $50,000

13. **Levi Strauss Foundation:**
P. O. Box 7215
San Francisco, CA 94120-6906
415/ 544-6579
Official contact: Ira Hirschfield, Exec. Vice Pres.
Geographic limitations: US - where production and distribution facilities are located
Grant range:$1,000 to $15,000

14. **Mattel Foundation:**
5150 Rosecrans Avenue
Hawthorne, CA 90250
213/ 978-6379
Official contact: Janice Morimoto, Administrator
Geographic limitations: n/a
Grant range:$500 to $25,000

15. **Pacific Gas and Electric Company:**
77 Beale Street
San Francisco, CA 94106
415/ 973-3104
Official contact: Lawrence J. Baack
Geographic limitations: priority to Northern California
Grant range:$50 to $500,000

16. **Pacific Telephone:**
2700 Watt Avenue, Rm. 2343
P.O. Box 15038
Sacramento, CA 95851
916/ 972-3086
Official contact: Rod Carmody, Sacramento Area Manager
NOTE: each area has their own manager, call 811-9000 to find the one in your area.
Geographic limitations: California
Grant range:$25 to $60,000

17. **Lucille and David Packard:**
300 2nd Street, Ste. 200
Los Altos, CA 94022
415/ 948-7658
Official contact: Colburn S. Wilbur, Exec. Director
Geographic limitations: San Mateo, Santa Clara, Santa Cruz and Monterey counties
Grant range:$1,000 to $75,000

18. **Ralph M. Parsons Foundation:**
1055 Wilshire Boulevard, Ste. 1701
Los Angeles, CA 90017
213/ 482-3185
Official contact: Christine Sisley, Exec. Director
Geographic limitations: Southern California
Grant range:$1,000 to $1,200,000

19. **Raychem Corporation and Foundation:**
300 Constitution Drive
Menlo Park, CA 94025
415/ 361-4355
Official contact: Michal Mendelsohn, Manager, Gov. & Community Relations
Geographic limitations: San Francisco Bay Area
Grant range:$1,500 to $5,000

20. **Rockwell Employee's Donate Once Club:**
2230 E. Imperial Highway
El Segundo, CA 90245
213/ 647-5000
Official contact: George Wiley
Geographic limitations: n/a
Grant range:$200 to $77,500

21. **Rosenberg Foundation:**
47 Kearney St., Ste. 804
San Francisco, CA 94108
415/ 421-6105
Official contact: Kirke Wilson, Secretary and Executive Director
Geographic limitations: California
Grant range:$3,000 to $55,000

22. **Sierra Foundation:**
11211 Gold Country Blvd., Ste.101
Rancho Cordova, CA 95670
916/ 635-4755
Offical contact: Len McCandliss, President
Geographic limitations: 26 Northern California counties
Grant range: varies according to need

23. **Stuart Foundation:**
425 Market Street, Ste. 2835
San Francisco, CA 94105
415/ 495-1144
Official contact: Ted Lobman, President
Geographic limitations: California
Grant range: varies according to need

24. **Morris Stulsaft Foundation:**
100 Bush Street, Ste. 825
San Francisco, CA 94104
415/ 986-7117
Official contact: Joan Dills, Administrator
Geographic limitations: Six counties of Bay Area: Marin, San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa
Grant range:$5,000 to $15,000

25. **Syntex Corporation:**
3401 Hillview Avenue
Palo Alto, CA 94304
415/ 855-6111
Official contact: Suzanne Ward-Seidel, Director of Community Affairs
Geographic limitations: in the areas that Syntex does business
Grant range:$1,000 to $5,000

26. **Vanguard Public Foundation:**
14 Precita Avenue
San Francisco, CA 94110
415/ 285-2005
Official contact: Linda Lucero, Grants Director
Geographic limitations: San Francisco Bay Area
Grant range: $1,500 to $7,000

State of California

CHILD DEVELOPMENT PROGRAMS
ADVISORY COMMITTEE
915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-8181

Foundations in California who Believe in a Positive Childhood

1. **Haigh-Scatena Foundation:**
   P.O. Box 4399
   Davis, CA 95617-4399
   916/ 758-5327
   Official contact: Ronald W. Clement, Executive Director
   Geographic limitations: Northern California
   Grant range:$3,000 to $50,000
   Focus: at-risk children, emphasize prevention.

2. **Koret Foundation:**
   33 New Montgomery, Ste. 1090
   San Francisco, CA 94105-4509
   415/ 882-7740
   Official contact: Dr. Stephen M. Dobbs, Exec. Director
   Geographic limitations: San Francisco, Alameda, Contra Costa, Marin, San Mateo, or Santa Clara counties
   Grant range: $5,000 to $50,000
   Focus: contributing to the betterment of society, includes at-risk youth -- assist community based organizations, prevent school drop-out and encourage continued education.

3. **Pacific Gas and Electric Company:**
   77 Beale Street, Room 2837
   San Francisco, CA 94106
   415/ 973-4951
   Official contact: Particia Prado, Administrator
   Geographic limitations: priority to Northern and Central California
   Grant range:$2,500 to $20,000
   Focus: emphasize employability and education, and will consider requests in the arts, environment, or civic programs that benefit the community.

4. **Raychem Corporation and Foundation:**
   300 Constitution Drive
   Menlo Park, CA 94025
   415/ 361-4355
   Official contact: Michal Mendelsohn, Manager, Gov. & Community Relations
   Geographic limitations: East Palo Alto, Menlo Park and Redwood City
   Grant range:$1,500 to $5,000
   Focus: all monies go to education and job training.

5. **Sierra Foundation:**
   11211 Gold Country Blvd., Ste.101
   Rancho Cordova, CA 95670
   916/ 635-4755
   Offical contact: Len McCandliss, President
   Geographic limitations: 26 Northern California counties
   Grant range: varies according to need
   Focus: health related programs and services as well as health care public policy.

6. **Stuart Foundation:**
425 Market Street, Ste. 2835
San Francisco, CA 94105
415/ 495-1144
Official contact: Theodore E. Lobman, President
Geographic limitations: California
Grant range: varies according to need
Focus: children and youth with emphasis on early intervention and mainstreaming; prevent child abuse, teenage pregnancy, and school failure while strengthening foster care, increase access to prenatal care and supporting parent education/family services.

7. **Syntex Corporation:**
3401 Hillview Avenue
Mail Stop A1-291
Palo Alto, CA 94304
415/ 855-6111
Official contact: Suzanne Ward-Seidel, Director of Community Affairs
Geographic limitations: in the areas that Syntex does business
Grant range:$1,000 to $10,000
Focus: community and human services, education and public policy issues relevant to the healthcare industry.

8. **Women's Foundation:**
3543 - 18th Street, #9
San Francisco, CA 94110
415/ 431-1290
Official contact: Paula Ross, Allocations Committee
Geographic limitations: from the Oregon/California border on the north to the southern borders of San Luis Obispo, Kern and Inyo counties
Grant range: $1,000 to $10,000
Focus: programs which help at-risk women and children.

Foundations that provide grants related to child care:

1. **California Community Foundation:**
606 South Olive St., Ste. 2400
Los Angeles, CA 90014
213/ 413-4042
Official contact: Terri Jones, Program Director
Geographic limitations: the greater Los Angeles area
Grant range: varies according to need

2. **Clorox Company Foundation:**
P.O. Box 24305
Oakland, CA 94623
415/ 271-7747
Official contact: Carmella J. Johnson, Contributions Administrator
Geographic limitations: Where Clorox operates, i.e. S.F. & Oakland
Grant range:$500 to $5000

3. **S.H. Cowell Foundation:**
260 California Street, Ste. 501
San Francisco, CA 94111
415/ 397-0285
Official contact: Stephanie R. Wolf, Executive Director
Geographic limitations: Northern California only
Grant range: varies according to need

4. **Carrie Estelle Doheny Foundation:**
911 Wilshire Blvd., Ste. 1750
Los Angeles, CA 90017
213/ 488-1122
Official contact: Robert A. Smith, III, President
Geographic limitations: United States
Grant range:$750 to $170,000

5. **Walter & Elise Haas Fund:**
Koshland Building, Ste. 400
1160 Battery Street
San Francisco, CA 94111
415/ 398-4474
Official contact: Bruce R. Sievers, Executive Director
Geographic limitations: San Francisco Bay Area
Grant range: varies according to need

6. **Irvine Foundation:**
One Market Plaza, Spear Street Tower, Ste.1715
San Francisco, CA 94105
415/ 777-2244
Official contact: Dennis A. Collins, President
Geographic limitations: California
Grant range: varies according to need

7. **Henry J.Kaiser Family Foundation:**
Quadrus, 2400 Sand Hill Road
Menlo Park, CA 94025
415/ 854-9400
Official contact: Proposal and Grants Manager
Geographic limitations: United States
Grant range: varies according to need

8. **Pacific Bell:**
2700 Watt Avenue, Rm. 2343
P.O. Box 15038
Sacramento, CA 95851
916/ 972-3086
Official contact: Rod Carmody, Sacramento Area Manager
NOTE: each area has their own manager, call 811-9000 to find the one in your area.
Geographic limitations: California
Grant range:$25 to $60,000

9. **David and Lucile Packard Foundation:**
Center for the Future of Children
300 2nd Street, Ste. 102
Los Altos, CA 94022
415/ 948-3696
Official contact: Richard E. Behrman, M.D., Managing Director
Geographic limitations: San Mateo, Santa Clara, Santa Cruz and Monterey counties
Grant range:$1,000 to $75,000

10. **Ralph M. Parsons Foundation:**
1055 Wilshire Boulevard, Ste. 1701
Los Angeles, CA 90017
213/ 482-3185
Official contact: Christine Sisley, Exec. Director
Geographic limitations: Los Angeles county, with exception of higher education institutions
Grant range:$1,000 to $1,200,000

11. **Rockwell Employee's Donate Once Club:**
2230 E. Imperial Highway
El Segundo, CA 90245
213/ 647-5032
Official contact: Brenda Corea
Geographic limitations: In cities where employees live and work, i.e. Santa Barbara to San Diego
Grant range:$500 to $40,000

12. **Morris Stulsaft Foundation:**
100 Bush Street, Ste. 825
San Francisco, CA 94104
415/ 986-7117
Official contact: Joan Nelson Dills, Administrator
Geographic limitations: Six Bay Area counties : Marin, San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa
Grant range:$1,000 to $25,000

13. **Vanguard Public Foundation:**
14 Precita Avenue
San Francisco, CA 94110
415/ 285-2005
Official contact: Linda Lucero, Grants Director
Geographic limitations: All counties north of Monterey
Grant range: $500 to $10,000

14. **Weingart Foundation:**
P. O. Box 17982
Los Angeles, CA 90017-0982
213/ 482-4343
Official contact: Charles W. Jacobson, President
Geographic limitations: Southern California
Grant Range: varies according to need

February, 1991

State of California

CHILD DEVELOPMENT PROGRAMS
ADVISORY COMMITTEE
915 Capitol Mall, Room 250
Sacramento, California 95814
(916) 322-8181

A Day In The Life of California's Children

California Population (birth to 17) 7,494,000

1459 live births

417 births to unmarried women

161 teen births

88 low weight births

197 births of babies with prenatal exposure to drugs, including alcohol

10 fetal deaths

13 infant deaths, with black infants twice as likely to die than white infants.

one half of all 2 year olds are not fully immunized

933 emergency response referrals received by Health and Welfare Agencies

68 children and adolescents run away from home

nearly 4,400 infants are in foster care placement

120,000 children receive services through state subsidized programs , *and*
134,000 children were on waiting lists for CDD programs, in February 1986

39,800 children receive services through the Federal HeadStart program, *and*
Head Start serves an estimated 20% of eligible children

approximately 1,798,560 persons under 18 live in poverty

over 28,000 school age children are homeless

1,249,000 children under 18 live in a family headed by a single mother

an estimated 620,000 to 815,000 latchkey children go home alone each day (1983)

32.7% of students do not graduate

nearly half of high school dropouts age 16-19 are unemployed (1988), compared to 15.7% for most 16-19 year olds. (In 1989, this number dropped to 13.9%)

Note: The above figures are the most recent we could find, though some are from 1988 and 1989.

Prepared By: *Faith Weinstock* February 25, 1991

IMPACT OF EMPLOYER CHILD CARE TAX CREDITS ON EMPLOYER SUPPORTED CHILD CARE

a report prepared for the
Legislature as required by
Section 3 of Chapter 1042/89

by the
State of California
Child Development Programs Advisory Committee
December 1990

IMPACT OF EMPLOYER CHILD CARE TAX CREDITS ON EMPLOYER SUPPORTED CHILD CARE

Prepared by the
Child Development Programs Advisory Committee

SUMMARY

In 1988, the California Legislature recognized the need to encourage and support employer-assisted child care in California. Today as then, the need for child care, proximate either to an employee's worksite or home, remains pressing. The first printing of 2400 copies of the publication, *Child Care Makes it Work*, was quickly consumed by business, industry, labor, and parent groups hungry for information and eager to address what they perceive as a growing need. The guide to employer-assisted child care was prepared by the Child Development Programs Advisory Committee. Over 1300 copies of the second printing of *Child Care Makes it Work* have already been distributed and a backlog of 2200 orders is being addressed.

At the request of business and industry groups, the Committee has participated in 24 workshops on the subject of employer-assisted care and has received requests to participate in close to 60 more. The Committee, through a combination of federal and private grant funding, was able to distribute 7200 posters to private industry councils. These posters, and an additional 6000 posters distributed to various businesses (as well as ads placed in Newsweek and California Business), provided a trail for interested employers to follow to get information and technical assistance on employer supported child care. This trail was soon crowded with employers eager to do something to assist their employees with child care. Though eager, these employers were also unwilling to shoulder the financial burden alone.

Providing tax credits for employers assisting their employees with child care was viewed by both the Committee and the Legislature as the most viable and expedient method of removing some of the fiscal burden of start-up and ongoing support costs from the employer's shoulders. In order to test this view, the Legislature opened a four year window of opportunity for employers. During this four year period, employers may receive tax credits for both start-up costs and ongoing contributions to child care for their employees.

This report finds that in the first two years of the program, employers have claimed approximately $900,000 in credits. This reflects an employer expenditure on child care in excess of $2.1 million.

This report also finds that few of California's employers know about the availability of the credit. The report recommends that the Legislature:

1. Extend the sunset for the tax credits from the December 1, 1992 date in the current statute to December 1, 1994.

2. Fund a modest information outreach program for the business community on the availability of the credits.

3. Require a further analysis of the employer child care tax credits by September 30, 1992.

WHY EMPLOYER SUPPORTED CHILD CARE?

In a 1987 study, the Federal Bureau of Labor Statistics found that employer supported child care centers were available in 25,000 of the nation's public and private sector workplaces having 10 or more employees. Though there is lack of agreement as to the extent of tangible benefits to employers from supporting child care for their employees, there is almost universal agreement that such support generates:

- Reduced absenteeism;
- Lower turnover rates and higher retention of skilled employees; and
- Better recruitment.

As the U.S. Department of Labor noted in its 1988 report, *Child Care: A Workforce Issue*, the changing structure of workplace, the increase in two income and single parent families, and the emergence of women in the workforce, makes child care a pressing issue for employers. The report noted that some 5.9% of women lost time from work in a typical month due to disruptions in child care arrangements. Compounding the problems facing working parents is the fact that there simply is not enough child care available to meet the demand. When one searches for affordable child care, the paucity of providers becomes more acute.

For two income and single parent families, the workplace is a central point of focus. Much as schools were viewed as an avenue for addressing non-educational social concerns, so too, the workplace has been used for addressing community needs. Already the workplace serves as the primary point for community wide charitable fundraising. As transportation and environmental planners attempt to respond to congested commuter arteries and air quality problems, they have turned to employers for support of ride sharing and mass transit.

The causal nexus between employment and a parent's need for child care logically militates exploration of employer supported care from several perspectives. As noted above, from an employer's perspective, offering child care may reduce absenteeism and enhance the recruitment and retention of skilled employees. From the employee's perspective, employer supported care reduces the anxiety all parents share when they are at work, separated from their children, and uncertain about what is going on with their children during the work day. Employer supported care also offers employees tax advantages (when provided as an across the board employee benefit) which help defray the high costs of care.

For government agencies, employer supported care can serve as a valuable element in attempting to solve a range of complex urban planning, environmental, and educational problems. For example, the California Department of Transportation has already suggested that child care could serve as an important ingredient in the success of commuter hubs. Given cooperative employer sponsorship, facilities could be provided for child care near mass transit stations. Such facilities

would then serve as a magnate for addressing two of the most pressing problems faced by working parents: care and commute.

Obviously, employer supported child care is not a panacea for all the child related problems faced by working parents. It is, however, an important option being increasingly explored by cost conscious employers.

WHY TAX CREDITS?

Though there are many avenues open to government for promoting the welfare of its citizens, few offer the attractiveness of tax credits. The popularity and use of the child care credit for parents well illustrates this point. In 1989, 844,629 returns claimed this credit, totalling $126,838,000. Could government have provided a direct service to as many citizens for this cost? Clearly, law makers and administrators believe the answer to that question is no. These decision makers are increasingly coming to recognize tax credits can provide assistance to a broader range of the population, can be easily scaled to income level, can be administered through existing revenue collection processes, and avoid the establishment of separate bureaucracies.

As a tool for encouraging employer participation in child care, the credits offer a flexibility which allows interested employers to first assess whether participation is fiscally viable, and second to tailor their participation based upon their own management needs and the child care needs of their employees. Participation is neither mandatory nor difficult, and the final decision to become involved in child care can be made after weighing all the pertinent factors.

Though the program is still in its own infancy, it has received national attention. The staff of the Child Development Programs Advisory Committee has received inquiries concerning the employer tax credit program from other states and from Federal administrators and Congressional staff. The rest of the nation is watching California with keen interest and a desire to apply the program (should it prove successful) in their own area.

BACKGROUND

Last year, Assemblywoman Beverly Hansen authored legislation (Section 3 of Chapter 1042/89) which requires the Child Development Programs Advisory Committee to assess and analyze the impact of the newly enacted employer child care tax credits on increasing employer-assisted child care in California.

This section specifically provides the Advisory Committee shall:

> "*...assess and analyze the impact that Sections 17052.17, 17052.18, 23617, and 23617.5, as amended by this act, of the Revenue and Taxation Code, have on increasing employer-assisted child care in California.*"

BEST COPY AVAILABLE

The intent was to evaluate the effectiveness of Chapter 1239/88 (SB 722, Hart) and subsequent legislation authored by Assembly Members Woodruff and Klehs[1].

Origin of the Current Credit

The state tax credits for employer-assisted child care were established by Chapter 1239/88. The bill amended the tax codes covering both corporate and non-corporate employers. It allowed employers to gain tax credits by either contributing to the start-up of a day care program for their employees, or by supporting the ongoing child care needs of their employees. Though the bill preserved an employer's option to apply contributions under either approach as a deductible expense, it recognized most employers would receive a greater benefit (and therefore be better motivated to participate in child care) from a system of tax credits.

As noted above, the tax credit bills amended sections of the Revenue and Taxation Code dealing with sole proprietorships, partnerships, and corporations. As amended, these sections state:

§17052.17

This section provides a tax credit to employers for costs associated with:

1) Establishing a child care program;

2) Constructing a child care facility in California to be used by the employees; or

3) Contributing to local child care information and referral services.

The credit is limited to 30% of these costs (with a maximum credit of $50,000 in any taxable year). Though the credit sunsets December 31, 1991, carryovers into succeeding tax years are allowed when the credit would exceed the net tax liability of the tax payer.

Under this section a taxpayer may elect to take a deduction in lieu of the credit, or the taxpayer may elect to take the credit and then use subsequent deductions calculated on a basis reduced by the amount of the credit claimed.

§17052.18

This section provides tax credits for contributions made by employers to the care of employee dependents under the age of 15. The credits, which have a limit of 50% of the costs paid by the employer (up to a maximum of $600 per year per dependent), are earned through support

---

[1]*Subsequent to Chapter 1042, two other statutes were enacted which amended the sections enumerated above: Chapter 1314/89 (A.B. 951, Woodruff); and Chapter 1352/89 (A.B. 802, Klehs). Both of these chapters contain language preserving portions of Chapter 1042.*

of "qualified care plans." The qualified care plans are broadly defined and include:

1) Onsite centers;

2) Community care centers;

3) Family day care;

4) In-home care; and

5) Specialized centers (such as an ill child center)

Though this section currently draws no distinction between the amount of credit available for full-time care versus part-time care, it still retains the definition of these terms. This section also contains some restrictions, such as requiring that the contribution plan not discriminate in favor of officers, owners, or highly compensated employees. The section also disallows contribution credits for care provided by specified relatives of the employee.

This section has a December 1, 1992 sunset clause.

§23617

This section provides credits for corporations similar to those provided sole proprietorships and partnerships under §17052.17.

This section sunsets on December 1, 1992.

§23617.5

This section provides credits for corporations similar to those provided sole proprietorships and partnerships under §17025.18

This section sunsets December 1, 1992.

Nature of Tax Credits

Tax credits reduce net tax liability. A credit of $1 reduces the amount of tax a taxpayer must pay by $1. Under the provisions of the Employer Assisted Child Care Tax Credit Program contained in the sections enumerated above, an employer may opt to take tax credits (up to the maximum amounts authorized) for the start-up and ongoing support of child care programs, or the employer may treat these costs as a business expense deduction. As a deduction, the expenses would be offset against the employer's gross income. Because income tax is based on a percentage of income, most taxpayers will have a greater benefit from using credits against net tax as opposed to taking deductions from gross earnings.

Though employers may elect to take all of their contributions to child care as a deduction, they may also elect to take the credit up to the maximum amount authorized, and treat any excess expense as a deduction. The sections supra describe the requirements and limitations on taking credits and deductions (i.e., the basis on the programs must be reduced by the amount taken as credits).

BEST COPY AVAILABLE

SCOPE OF STUDY

Tax records on use of the credits are available for 1988 and 1989 tax years. *The information for these years is currently unaudited.* While the data appears to cover two years, it is quite minimal. Though tax credits took affect in 1988, it took most employers several months to hear about the program and to implement it. That leaves only one full year (1989) to assess and analyze. In order to give a valid assessment on expansion, data is necessary for more than one full year.

In addition to receiving the assistance of the Franchise Tax Board, the Committee also contacted various interest groups and experts. The purpose was to ascertain: 1) Whether, and to what extent, information about the employer-assisted tax credits had been disseminated to tax professionals; 2) how the tax experts and child care experts viewed the effectiveness of the credits in stimulating child care; 3) whether tax credits were a viable method of stimulating child care; and 4) what steps would be necessary to improve the effectiveness of tax credits as a mechanism for promoting child care.

The Committee also requested the State Library to conduct a literature search on the topic of Employer Assisted Child Care Tax Credits. Information from the publications identified in the search was considered in the preparation of this report.

FINDINGS

Use of the Credit

Franchise Tax employs separate methods for processing corporate returns and individual returns (which would include sole proprietorships and partnerships). There are a number of tax credits available to business entities. These credits are coded for entry into the Tax Board's data base. Until returns have been audited to assure accurate coding of the credits, the Tax Board is limited to providing estimates on the use of particular credits by business entities. The following estimates were provided to the Committee in mid November, 1990:

Preliminary Information -- Prior to Audit

Tax Year 1988

Personal Income Tax: Approximately 200 claims for both categories of credit.

Total Claimed: Approximately $100,000

Corporate Tax: 15 returns, (unable to identify by category)

Total Claimed: Approximately $100,000

Total for Tax Year: $200,000

Tax Year 1989

Personal Income Tax: Approximately 250 claims for start-up expenses
Total for start-up = Approximately $100,000

Approximately 700 claims for contribution
Total for contribution = Approximately $400,000

Total Claimed: Approximately $500,000

Corporate Tax: 8 claims for start-up
Total for start-up = Approximately $100,000

14 claims for contribution
Total for contribution = $100,000

Total Claimed: Approximately $200,000

Total for Tax Year: Approximately $700,000

Number of Child Care Openings Created by Credits

The information provided by taxpayers did not give a complete count of the number of child care openings created by the credits. Assuming, however, an average cost of $2,500 per child to establish a child care center, and using start-up credit claims, we may presume some 270 slots were opened with benefit of the credit.

Information on the Credits

Neither the California Society of Certified Public Accountants nor the California Society of Enrolled Agents currently include information on the availability of the credits in their training programs. The credits are, however, part of the data base of the computerized return processing systems surveyed, so accountants would have access to the necessary forms and automated accounting should their clients elect to take the credits.

Discussions with tax attorneys and accountants who are familiar with the credits indicates knowledge about the availability of the credits among the business community is marginal. One preliminary survey of businesses indicates that slightly more than 15% of employers are aware the credits exist, and fewer than 2% are claiming the credit. The survey findings may be read as validating the experts opinions that the credits have not been around long enough for most business entities to have noticed them.

When asked to express an opinion upon the effect of the credits, both tax professionals and child care experts agree that to date, the credits are simply too little known to have had an impact on California child care. But, the experts also agree that those businesses who have discovered are both enthusiastic about the current availability of the credit and anxious about the imminent sunset. Indeed, the sunset provision of the credits was viewed by some experts as an inhibiting factor in using the program. Businesses may have a difficult time explaining to their employees why they were cutting back on support of child care should that become necessary with the sunset of the credits. Rather than cut back on a child care program once established, some employers, this expert reasoned, may have consciously decided it was best to avoid contributing to child care at all.

BEST COPY AVAILABLE

CONCLUSIONS

The Employer Assisted Child Care Tax Credits have been available for two tax years. With only two years to measure, it is difficult to assess trends or make projections for future use. Yes, there was an increase in the use of the credits between Tax Year 1988 and 1989. In discussions with various experts, it is also becoming clear that information about the availability of the credits is being received and acted upon by more employers. On the whole though, the program provides a very limited window of opportunity for employers. This limited window will certainly be viewed as a high negative by those larger business entities requiring greater planning lead time to implement a program and by those entities sensitive to the possible effects curtailment of child care support could have upon employee moral.

Though the tax data is limited, the enthusiasm for the program among both tax and child care experts is not. Both groups view the credits as a viable method of stimulating business interest in child care. Both groups, however, see two obstacles to greater use of the credit:

First, the sunset provision will have a chilling effect upon enterprises just now discovering the availability of the credit. An enterprise of any size would be under exceedingly tight time constraints to plan, construct, and implement an onsite facility by the current sunset date.

Secondly, information about the credits has not been widely disseminated among the business community. The experts have found most employers to be receptive and supportive of the credits. But for the credits to have a greater impact upon child care, more employers need to know the credits exist. In a survey of 520 employers conducted in September 1990 by Assemblywoman Delaine Eastin, 84.7% of the employers had little or no information regarding the tax credits. The study represented a joint effort between the California Manufacturer's Association, the Child Development Programs Advisory Committee, and the California State Legislature.

RECOMMENDATIONS

The Advisory Committee recommends that the Legislature:

1) Extend the sunset for the tax credits from the December 1, 1992 date in the current statute to December 1994 to allow adequate time for employers to become aware of the program, learn what is necessary to implement it, and apply for the tax credit. Specifically, business must be given adequate time for start-up of the program. Once begun, support of child care for employees must be allowed to continue.

2) Fund a modest information outreach program for the business community on the availability of the credits. A program targeted at groups and organizations representing business, industry, labor, tax professionals, and tax preparers could be done with minimal funding.

3) Require a further analysis of employer child care tax credits by September 30, 1992. This would provide information on three full years of the tax credit program instead of only one full year available for the study at this time. The Child Development Programs Advisory Committee is prepared and eager to assume responsibility for this project.

CHILD DEVELOPMENT PROGRAMS ADVISORY COMMITTEE

Members

William G. Steiner, Chair, Child Welfare
Edith Brandenburger, Parent
Jess Centeno, Public Member
Robert Cervantes, Department of Education
Dee Cuney, Family Day Care Provider
Demetria Davis, Parent with Child in Subsidized Care
Mary Emmons, Private Health Care
Sonya Hunter, Department of Developmental Services
Carole Kennerly-Davis, Department of Health Services
Lynn Lucas, Administrator, Co. Office of Education, School Age Child Care Prog.
Roxanne Moger, Employment Development Department
Marilee Monagan, State Department of Social Services
Linda Moradian, Social Services Advisory Board
Earl Peterson, Proprietary Child Care
Dianne Philibosian, Public Member
Mary Rich, Administrator, School District School Age Child Care Program
Wilbert Smith, Parent
Melinda Sprague, Public Member
Siubhan Stevens, Family Day Care
Christiane Traub, Community Action Agency
Debra Wehbe, Private Education

Liaisons

Carol Bartell, Commission on Teacher Credentialling
Lucy Chaidez, DSS, Office of Child Abuse Prevention
Sally Hinton, SDE, Special Education Division
Esther Sutton, CAEYC, CCDAA, Children's Lobby

Staff

Giovanna Stark, Executive Director
Robert Van Der Volgen, Report Author
Faith Weinstock, Staff Services Analyst
Cindy Phillips, Executive Secretary